

# FEDERAL WOMAN'S AWARD

## News Release

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Mrs. Katie Louchheim  
Consultant on Women's Activities  
Department of State

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Hon. Robert E. Hampton  
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U. S. Civil Service Commission

ADVANCE FOR THURSDAY MORNING NEWSPAPERS  
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BEFORE 6:30 P.M., E.S.T., WEDNESDAY,  
DECEMBER 6, 1961

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Address:  
Federal Woman's Award  
Care of  
U. S. Civil Service Commission  
8th and F Streets, Northwest  
Washington 25, D. C.

Five distinguished citizens prominent in education, communications, and public administration have agreed to select the six most outstanding career women in Government for 1962, the Board of Trustees for the Federal Woman's Award announced today. The judges who will decide the winners of the second annual Federal Woman's Award, which will be presented next February, are:

Hon. LeRoy Collins, President of the National Association of Broadcasters, Chairman of the panel.

Dr. Mary I. Bunting, President of Radcliffe College.

Mr. John Fischer, Editor in Chief of Harper's Magazine.

Hon. Carlisle Humelsine, President of Colonial Williamsburg.

Miss Alicia Patterson, Editor-Publisher of Newsday.

Nominations for the Federal Woman's Award have been submitted to the Board of Trustees by the heads of Government departments and agencies. The closing date for making nominations was Friday, December 1.

"I believe the judges' task will be every bit as difficult as it was last year when the first Federal Woman's Awards were given, because the quality of the nominations we have received is extremely high," declared Mrs. Katie Louchheim, Consultant on Women's Activities, Department of State, who is Chairman of the Board of Trustees. "Although we have not had time to examine the nominations in detail, it is already clear that they represent a wide range of distinguished career service and many highly significant contributions to American life."

The women who have been nominated bear little resemblance to the popular notion of Government career women as glorified office girls," WITH THE Mrs. Louchheim said. "They represent remarkable achievements in both COOPERATION OF Mrs. Louchheim said. "They represent remarkable achievements in both Woodward & Lothrop domestic and international fields, including physical, biological, and WASHINGTON, D. C. social science, medicine, law, administration, and many others, and all are deserving of special recognition. They are outstanding not just as women, but in comparison with the entire Government work force."

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WITH THE  
COOPERATION OF

Woodward & Lothrop  
WASHINGTON, D. C.

## News Release

Advance for afternoon papers  
Friday, October 27, 1961

For further information, call  
DUDley 6-3311

The second annual Government-wide program to spotlight top-caliber career women in the Federal service was announced today by Mrs. Katie Louchheim, Consultant on Women's Activities, Department of State.

Under the program administered by the Federal Woman's Award Board of Trustees, of which Mrs. Louchheim is chairman, six outstanding career women will be honored at a public ceremony in Washington next February. Federal agencies are being notified to submit nominations for the award to the Board of Trustees by December 1.

The Federal Woman's Award has three major purposes, Mrs. Louchheim explained. They are (1) to give well-deserved public recognition to the Award winners and new incentive to others, (2) to high-light the important work that women are doing in executive, professional, scientific, and technical positions, and (3) to encourage competition for Federal employment by talented and ambitious young women who might not otherwise know of the fine career opportunities offered by the Federal civil service throughout the United States and abroad.

"The achievements of women in Government are well known in Government circles," Mrs. Louchheim said. "They have made possible many of the advances in modern America's national defense, social welfare, and economic progress. But the achievements of women have not had the public recognition they deserve."

Mrs. Louchheim pointed out that men outnumber women in Federal positions by three to one, and that in high-level jobs the proportion of men is considerably greater. "It naturally follows," she said, "that men receive most of the other awards that have been established for recognition of outstanding Government service, even though an impressive number of women rank as leaders in their chosen career fields. It is for this reason that the Federal Woman's Award is so important."

Each Government department and agency is being invited to nominate not more than three women for the award. To be eligible for nomination, a woman must have had not less than three years of continuous, full-time service in a position in the Federal competitive or excepted service, and must have reached grade GS-9, its equivalent, or higher. She must also have demonstrated outstanding achievement in an executive, professional, scientific, or technical position.

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The Award program was established in October 1960 under the direction of Mrs. Barbara Bates Gunderson, who was then a Civil Service Commissioner. Department and agency heads responded eagerly to the opportunity to honor their outstanding women employees, Mrs. Louchheim said, adding: "We hope and expect that the second year program will be even more successful than the first."

In addition to Mrs. Louchheim as chairman, the Board of Trustees is composed of Civil Service Commissioner Robert E. Hampton, who is vice chairman, and the following members: Miss Bertha S. Adkins, Head of Foxcroft School; Raymond T. Bowman, Assistant Director for Statistical Standards, Bureau of the Budget; Alfred Friendly, Managing Editor, The Washington Post; Representative Kathryn E. Granahan; Mrs. Barbara Bates Gunderson, former Civil Service Commissioner; Robert W. Hartley, Vice President, The Brookings Institution; Senator Maurine B. Neuberger; Miss Miriam Ottenberg, Pulitzer Prize reporter, the Evening Star; Ralph S. Roberts, Deputy Assistant Secretary for Management, Department of State; and Rocco C. Siciliano, attorney and former Presidential adviser on personnel management.

Each of the Award winners will receive a framed citation and a gold medal, presented by Woodward and Lothrop, Inc., of Washington, D. C.

The six women who received the first Award, in February 1961, represented high achievement in the fields of astrophysics, economics, foreign policy, medical research, penology, and transportation. They were:

Dr. Beatrice Aitchison, Director of Transportation Research, Post Office Department. She originated, organized, and directs research and training programs in transportation economics and traffic management which have modernized the movement of mail and saved millions of dollars.

Miss Ruth Elizabeth Bacon, Charge' d' Affaires, American Embassy, Wellington, New Zealand, Department of State. An authority in Far Eastern Affairs, she has made invaluable contributions to the formulation and the successful maintenance of United States foreign policy.

Miss Nina Kinsella, Warden, Federal Reformatory for Women, Alderson, W. Va., Department of Justice. As director of the only Federal penal institution for women, she has set high standards of correctional treatment and rehabilitation, preparing the women to lead law-abiding and useful lives. (Miss Kinsella retired on June 30, 1961, after 30 years in the Federal Prison Service.)

Dr. Charlotte Moore Sitterly, Physicist, National Bureau of Standards, Department of Commerce. In the fields of atomic spectroscopy and astrophysics her reputation is world-wide and her achievements are the basis of our knowledge of the solar radiations in the ultra-violet regions.

Mrs. Aryness Joy Wickens, Economic Advisor to the Secretary, Department of Labor. She has been outstanding in developing and applying advanced techniques of gathering and analyzing economic and social statistics to provide impartial and reliable data needed by Government and the public.

Dr. Rosalyn S. Yalow, Principal Scientist of the Radioisotope Service, Bronx Veterans Administration Hospital, New York. She has developed an international reputation for outstanding scientific ability and leadership in research and training in the medical uses of radioisotopes.

October 1961

BACKGROUND INFORMATION ON  
WOMEN IN THE FEDERAL GOVERNMENT

One-fourth of the employees of the Federal Government are women. Women hold nearly one-third of all Federal white-collar jobs.

The first woman employed by the Government, as far as we know, was Miss Mary K. Goddard, postmaster at Baltimore, Md. Appointed in 1773, she had been in office 14 years when the Constitution was signed. Mrs. Elizabeth Cresswell, appointed postmaster at Charlestown, Md., in 1786, was probably the second.

Early experiments in the employment of women in Government offices, a century ago, were marked by heated controversy over the propriety of such employment and over the "natural inferiority" of women. The chief incentive for employing them was economy: they were paid much less than men doing the same work. Objections to their employment ranged from a patronizingly protective attitude, based on the assumption that women were neither physically nor mentally equal to the pressure of day-to-day office work, all the way to extreme moral indignation. Three "females" were employed as copyists by the Patent Office in 1854; the following year, when they were about to be dismissed, a Congressman wrote to the Secretary of the Interior on behalf of one of them. The Secretary replied:

There is every disposition on my part to do anything for the lady in question except to retain her, or any of the other females at work in the rooms of the Patent Office. I have no objection to the employment of females in the performance of such duties as they are competent to discharge, but there is such obvious impropriety in the mixing of the sexes within the walls of a public office that I determined to arrest the practice.

It happens that the "lady in question" was Clara Barton, who shortly thereafter went to work on the Civil War battlefields and, as founder of the American Red Cross, became one of the most illustrious women in American history.

The Treasury Department made the first major breakthrough between 1862 and 1868 by hiring a number of "lady clerks," the first of whom was Miss Jennie Douglas. The Treasurer of the United States declared that her first day on the job "settled the matter in her behalf and in woman's favor." Prejudice was broken down little by little, not by any theoretical considerations of abstract justice but by the performance of the women themselves on the job. In 1868 one converted Treasury supervisor voiced the conviction of many, that "female clerks are more attentive, diligent, and efficient than males, and make better clerks."

The Civil Service Act of 1883 marked the real turning point in Government careers for women. Under the merit system, established by that Act, women were permitted and even encouraged to compete in civil service examinations, on the same basis as men. The first woman appointed to a civil service position was the late Mrs. Brice Moses. As Mary Francis Hoyt from Connecticut, a bright and adventurous girl freshly graduated from Vassar, she made the highest score on the first civil service examination given in Washington in 1883, and received the second appointment. On the occasion of her 100th birthday, June 17, 1958, Mrs. Moses was honored with a personal letter of congratulations from the President.

Equal pay for women lagged far behind equal opportunity to compete for appointment. In 1864 a maximum salary of \$600 a year for female clerks in Government

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was established by law; male clerks were receiving \$1200 to \$1800. Six years later a new law gave department heads permission to pay equal salaries for equal work, but few of them chose to do so. Equality of the sexes with respect to pay finally became a reality when the Classification Act of 1923 established the present pay system, whereby the salary rate for each job is determined solely on the basis of the duties and responsibilities that make up the job. Thus the Federal Government was the first among major employers to put into effect the principle of equal pay for equal work.

The number of women employed by the Government increased sharply during World War I, but postwar retrenchment showed that woman's permanent gains were largely in the clerical occupations. World War II, however, opened the doors to virtually all professional fields as well -- and women have kept the doors open by their own efforts and achievements. They are now found in four-fifths of all the occupations in the Federal Government. They work as medical officers, patent examiners, research scientists, information specialists, economists, and draftsmen. They are found in positions requiring training in law, public administration, and social science. They serve in such widely varying capacities as lighthouse keepers, park archeologists, and rural mail carriers.

There are now about 576,000 women employed by the Federal Government. In the classified service, there are 25,500 at grade GS-9 and above.

Women predominate today in several occupations, and in some bureaus of Federal agencies. They outnumber men in three broad occupational groups: personnel administration, mathematics and statistics, and library and archives. Counting classified positions only, they outnumber men in two additional groups: accounting and budget, and general administrative, clerical, and office services. There are more women than men working as nurses, dietitians, librarians, social workers, stenographers, typists, and telephone operators. In the Children's Bureau of the Department of Health, Education, and Welfare, in the Women's Bureau of the Department of Labor, and in the Human Nutrition Research and the Household Economics Research Divisions of the Department of Agriculture, many women workers are concentrated. Women in Federal white-collar jobs have increased by more than 20,000 since 1954, notably in the fields of accounting and budget, business and industry, the biological and physical sciences, education, law, and mathematics and statistics.

The Federal Woman's Award was established in 1960. The recipients of the first Award were:

Dr. Beatrice Aitchison, Director of Transportation Research, Post Office Department; Miss Ruth Elizabeth Bacon, Chargé d'Affaires, American Embassy, Wellington, New Zealand, Department of State; Miss Nina Kinsella, Warden, Federal Reformatory for Women, Alderson, West Virginia, Department of Justice (now retired); Dr. Charlotte Moore Sitterly, astrophysicist, National Bureau of Standards, Department of Commerce; Mrs. Arnyess Joy Wickens, economist and statistician, Department of Labor; and Dr. Rosalyn S. Yalow, radiological physicist, Veterans Administration.

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